



**DEPARTMENT OF THE ARMY
HEADQUARTERS, 18TH MILITARY POLICE BRIGADE
CMR 418
APO AE 09058**

REPLY TO
ATTENTION OF

AETV-MP-H

26 October 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 18th Military Police Brigade Command Policy Memorandum #3, Prevention of Sexual Harassment

1. References:

- a. AR 600-20, Chapter 6, Equal Opportunity Program in the Army, 13 May 2002.
- b. Army in Europe Command Policy Letter #29, Prevention of Sexual Harassment, 4 May 2003.
- c. V Corps Policy Memorandum #2, Prevention of Sexual Harassment, 14 September 2001.

2. I am committed to ensuring all soldiers, civilian employees, and family members live and work in an environment free from sexual harassment. A positive command climate, teamwork, and unit morale are possible only when individuals are treated with dignity and respect. Prevention of sexual harassment is an essential element. Sexual harassment destroys teamwork and negatively affects combat readiness.

3. Sexual harassment is any unsolicited or unwelcome verbal comment, gesture, or physical conduct of a sexual nature. Anyone who uses implicit or explicit coercive sexual behavior to control, influence, or affect the career, job, or salary of a subordinate is engaging in sexual harassment. Leaders will lead the way by setting an example of how to treat others and by creating an environment conducive to good order and discipline. This applies both on and off post.

4. I want commanders to establish active programs to seek and stamp out sexual harassment; merely responding to complaints is insufficient. Ask your Equal Opportunity Advisor (EOA), Equal Employment Opportunity (EEO) and Inspector General (IG) personnel to inform you when they receive reports of perceived conduct that might be sexual harassment, and then follow up aggressively. All soldiers and civilians should be afforded an environment free from unsolicited and unwelcome overtones. Take prompt and appropriate action where warranted.


5. Any complaints of sexual harassment must be treated seriously. Those making the complaint must know they will be treated fairly. They must know the chain of command

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will act expeditiously to investigate their claim. Additionally, the victim(s) and any witnesses of a sexual harassment case can be assured that no form of reprisal will be taken against them. The rights of any person accused will also be respected. Investigations into complaints will be fair and impartial.

6. This policy will be posted on every unit's and outlying platoon bulletin boards.
7. POC for this memorandum is the undersigned at DSN 382-5656.
8. "EVER VIGILANT!"


JAMES B. BROWN
COL, MP
Commanding

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